



**Please pass to both your HR & Business
Managers**

Independent Investigation Services

**The value of independent help when trouble at
work happens**



Sometimes getting some support from 'outside' is simply the right thing.

This is often the case in things that relate to **Disciplinary & Grievance**.

When trouble hits choosing the **right initial approach** is critical but so is getting the **right people** to work on the problems for you.

Sometimes that is well served from 'within' but increasingly organisations are recognising the value of **independent** investigation.

That is because there is usually a need to resolve matters as **quickly** as possible & there is huge advantage if it can be done without **compromising** day to day business and indeed future business plans.

Also, many situations are **complicated** & it takes the input of **experienced** people to sort things out. Sometimes the **availability** of resource from within just doesn't allow for that.

Independence also scores well in terms of **developing trust** from individuals involved where they are most concerned to be heard & have the chance to say what they feel.

At a time when those involved may also **feel vulnerable** this is understandable. Because it works well organisations are looking to utilise services like our own which undertake **independent** investigations.

Most commonly their experience when they do this is the same.

Typically:

- Disruption to everyone involved is lower
- Impact on business development is reduced
- Issues are resolved more quickly with better outcomes
- Using a 'safe pair of hands' reduces potential for appeal & indeed potential tribunal

Happily, not everyone needs us all the time but the bottom line is we are here to help when you do.

We have an **experienced** flexible Investigation team available to work with you & **especially** able to tackle cases which are **challenging**.

Of course, no one knows when a problem will come so we also try to be as **responsive** as possible when it does.

Our Investigation Service most often undertakes a **full investigation** & delivers a complete package including the report and case file. However, we are happy to chat if something different is needed.

We are intent on offering a **square deal** where you only pay for what we do and we work on clear rates which are reasonable.

The service is **synergistic** with the rest of One Wests' offer and because Investigations can be associated with Risk, GDPR & Fraud Assurance etc. we are able to tie everything together for you if something happens.

Want to know more? We would be very happy to talk.

Drop a line to us via: steve_debruin@bathnes.gov.uk

You might also like to check out our website: www.onewest.co.uk

Thanks & we look forward to speaking with you.

The One West Team



Copyright © 2023 One West, All rights reserved.

Our mailing address is:

One_West@bathnes.gov.uk

Want to change how you receive these emails? Just let us know
